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HUMAN RIGHTS ADVISORY COUNCIL

Annual Report 1999 — 2000

BRITISH COLUMBIA

Ministry of Attorney General
Human Rights Advisory Council

November 2000

The Honourable Graeme Bowbrick
Attorney General and Minister Responsible for Human Rights
Parliament Buildings
Victoria, British Columbia
V8V 1X4

Dear Minister:

On behalf of the Human Rights Advisory Council, I am pleased to submit our Annual Report which covers the period from September 1999 to August 2000, the Council's second year of operation.

Sincerely,

Nora Butz

Nora Butz
Chair
Human Rights Advisory Council

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1. OVERVIEW

The BC Human Rights Advisory Council (the "Council") was established in 1998 under the new BC Human Rights Code (the "Code") that came into effect in January 1997. The Code also established the BC Human Rights Commission (the "Commission") to investigate and mediate complaints and carry out a program of education and the BC Human Rights Tribunal (the "Tribunal"), a separate body which adjudicates complaints referred to it by the Commission.

The Council was first appointed July 23, 1998, for one year. Members are appointed by the Lieutenant Governor in Council for a term determined by him. Under the Code, membership can range from seven to eleven members. As of the date of the submission of this report, the Council is made up of nine volunteer members selected to represent British Columbia's diverse population:

Chair	Nora Butz	Victoria
Vice Chair	Margaret Mitchell	Vancouver
Members	Catherine Aikenhead	Vancouver
	Annabelle Donovan	North Vancouver
	Bryan Forshaw	Vancouver
	Raymond Liens	Vancouver
	Chris Rawson	Victoria
	Daryle Roberts	Kelowna
	Zena Simces	Vancouver

The role of the Council is to be the "eyes and ears" of the community by:

- informing the public about the Commission;
- bringing human rights concerns to the attention of the Minister and the Commission; and
- advising the Minister and Commission on matters relevant to the administration of the human rights process in British Columbia.

The Council does not deal with specific human rights complaints.

During its second year of operation, the Council adopted a new approach. In order to be more cost effective and efficient, the Council conducted outreach in teams of three or four people. This allowed it the opportunity to arrange consultative meetings with communities throughout the province where more in-depth discussions could take place and to participate in more activities of the Commission. The Council plans to continue to operate in this manner in the future.

Following its submission to the Minister Responsible for Human Rights, this report will be distributed to all Members of the Legislative Assembly (MLA's), the Commission, the Tribunal and all individuals and groups who participated in our consultative sessions. The Council appreciates the support of Commission staff at our consultative sessions. We especially appreciate the time, effort and consideration that residents of the province took in preparing for, attending, and participating in our sessions. We trust that the report of the Council properly reflects your input.

2. ACTIVITIES OF THE COUNCIL

The Chair and members of the Council were involved in a number of activities throughout the year including:

Participation in Human Rights Commission Projects

- **Employers Advisory Group**
  The Council is represented on the Employers Advisory Group. This group is convened by the Chief Commissioner and attended by representatives from employers groups in the province and lawyers who represent employers. In response to concerns raised by the Employers Advisory Group and others, the Commission developed a guide for "Preventing Harassment in the Workplace."

- **Public Interest Program**
  The Council also provided feedback on Commission initiatives and guidelines for the Deputy Chief Commissioner's participation as party to a human rights complaint. A meeting was organized by the Deputy Chief Commissioner to discuss how the Commission can better address issues of systemic discrimination. Council was represented at this meeting. In addition, the systemic discrimination issue was extensively reviewed by Council members and a number of recommendations are included in this report.

- **Dispute Resolution Design Project (Compliance Reform Project)**
  The Council has one representative on the committee for this project. Thus far one meeting was held on June 23, 1999, for community and stakeholder groups. A number of concerns with the current methods of dispute resolution were identified at this meeting. With the appointment of a new Commissioner for Investigation and Mediation in January, this project currently focuses on three areas: strengthening the existing complaint process, dispute resolution, and access to justice. The vehicle for stakeholder input is through the Commissioner for Investigation and Mediation.

Consultations

❖ Experts

Hate and Racism

A meeting was held on December 10, 1999, in Vancouver with invitations sent to local groups that deal with racism and hate crimes. Every representative who addressed the Council expressed frustration at the lack of confidence in the system in dealing with hate crimes and racism. Key issues raised were as follows:

- police are not sensitive to First Nations people when complaints are made regarding racism and hate crimes incidents;
- Aboriginal people are particularly vulnerable to hate crimes and are often blamed as being the cause rather than being the victim;
- Aboriginal people and people of colour are often targets of multiple discrimination in cases of hate. Mediation only further victimizes the complainant;
- racism and hate must be taken more seriously at the Commission when complaints are filed;
- the Code needs to be more forceful in dealing with hate; and,
- targeted communities should receive reports back on the resolution of the complaints.

Meeting with Professor Bill Black

The Council met with Professor Bill Black, who in 1994 wrote a "Report on Human Rights in British Columbia." Mr. Black was invited to the Council's meeting to review its activities to date and to discuss its role and responsibilities. Consistent with Mr. Black's recommendations to government on the restructuring of responsibilities related to human rights in the province, the role of the Council was re-confirmed as an advisor to the Commission and Minister regarding the system and issues of concern to residents of the province. In addition, the Council supports the human rights process and assists in educating the public through its consultative processes.

❖ Public and Community Organization Meetings

During fiscal year 1999/2000, the Council held a number of meetings throughout the province. These included meetings with members of the public that were advertised in local newspapers and on radio and also meetings with invited community organizations. Please see appendices for a list of those organizations that attended. The names of individual citizens that attended the public meetings have not been included in the appendices to protect their privacy.

Kamloops – February 2000

Public Meeting

Two themes emerged during the public meeting. First, participants complained about the lack of emotional, educational, and financial support of a formal nature for complainants during the Commission's complaint process. Second, participants complained about a lack of access to the process resulting from an absence of education about avenues available for appeal of decisions of public bodies and methods for pursuing discrimination complaints.

Community Organizations Meeting

At this meeting, specific concerns about the need for education and employment opportunities for the mentally challenged and youth were raised. Participants discussed expanding the definition of age in the code to include younger people. There also appeared to be a lack of clarity concerning the role of federal and provincial human rights organizations in relation to on-reserve Aboriginal people.

Fort St. John – February 2000

Public and Community Organizations Meeting

- Access:
  Many people felt that complainants should be provided with adequate legal services and legal counsel in local communities.

  The view was expressed that people were being denied services that are available to others. For example, participants stated that dentists in Dawson Creek refused to provide dental service to people with disabilities, or who are on welfare, because the government rate for dental service is less than the College fee structure. As well, people in northern communities often have to go elsewhere to receive medical treatment. Ambulance fees are expensive, making access to appropriate medical care financially prohibitive. There are no clinics for Fetal Alcohol Syndrome—this was felt to be discriminatory as such services are readily available elsewhere.

  Attendees at the public meeting in Fort St. John informed the Council that a Commission office was needed in the north with outreach services to smaller communities.

- Grounds:
  Participants indicated that "social condition" needs to be included in the Code. Some Tumbler Ridge residents expressed feelings of being discriminated against based on their income and lack of power.

  Some members of northern communities feel they are discriminated against because of where they live. They point to lack of services,

access to post secondary education and adequate legal representation, and the lack of specialized medical treatment as examples. They feel that they are subjected to a form of systemic discrimination that should be considered by the Commission.

- First Nations:
  It was stated that "system discrimination against First Nations people is alive and well in Fort St. John". Concerns raised during the meeting included complaints about elected officials practicing discrimination, racist letters in newspapers opposing employment equity and the land claims process. Some felt that the Commission should be more active—playing the role of watchdog in addition to being the recipient of complaints.

- Education:
  Further recommendations focussed on the need for people to be provided with more information. Many felt that residents were not aware of their rights and that there needed to be more information available in the community about what these were and how they could be pursued. They felt that schools and social services meetings and trade shows could be used for this purpose. Participants also recommended that the Commission liaise with the Legal Services Society to provide workshops and assistance with Commission referrals. They also felt that there needed to be clarification about what could be dealt with through the grievance procedure in Collective Agreements and through the Code.

Port McNeill – April 2000

Public and Community Organizations Meeting

Key issues raised by residents of this community were as follows:

- Human Rights Commission – Public Interest Program:
  The Deputy Complaints Commissioner should exercise his power, as prescribed in the Code, to initiate investigations into systemic discrimination without an individual complaint being made.

- Human Rights Commission – Complaint Process:
  A support system should be established for complainants similar to "victim services" support in the criminal justice system in order to protect the complainant from retaliation/harassment during the process.

Cranbrook – May 2000

Public and Community Organizations Meeting

- Discrimination Against the Disabled:
  Many examples were given of how access to social services, such as day care, are denied and how marital status affects access to medical coverage

by the disabled. In addition, issues regarding the inability of the disabled to purchase medical insurance, and the denial of driver's licenses by those who suffer mental illnesses, were cited as examples of how the disabled are treated in society.

The process to achieve both welfare and disability benefits was considered demeaning. Many of the complaints raised by participants were against the government and were particular to the way people had received treatment at the hands of government employees.

Access to appropriate transportation was another issue raised at this session. In rural settings, access to any transportation method that accommodates the disabled or sufficient numbers of transportation vehicles that accommodate the disabled is a significant problem.

- Grounds – Social Condition:
  The Council heard again how people on welfare are being discriminated against. There was general support for the view that a person's social condition should not deprive him/her of benefits, opportunities, fair treatment, justice, and access to education, health care and other services within the community. It was the view that poverty should not create barriers for those who seek products, services, or accommodation.

- Racism:
  It was felt that the prevalence of racism was rising and that it was coupled with both remarks and acts of violence in the community. Public education was seen as a key factor to address this problem.

- Access:
  Access to the Commission was seen by the community as a significant issue. Many felt that there is not enough information in the community about human rights and how these can be ensured. A regional presence of the Commission was viewed as important.

- Education:
  Participants believed that many workers and employers are not aware of the Code and how it affects them. They are not aware of the complaint process and the consequence of violating someone's human rights. It was felt that workers and employers needed to be educated to bring the standards of human rights up in the province.

3. RECOMMENDATIONS

Proposed Human Rights Code Amendments

The Council notes that many of the recommendations that it made in its June 1999 Report remain outstanding. In particular, we are concerned that recommendations made by the Commission on proposed amendments to the Code as a result of broad public consultation in the fall of 1997, and supported by Council, have not been addressed by the government. **The Council continues to support the recommendations listed below and urges that legislation be drafted to incorporate them into the Code. In particular, the Council strongly supports the adoption of language that will prohibit discrimination on the basis of "gender identity" and "social condition."**

❖ Council's June 1999 Annual Report

The following chart outlines the proposed amendments to the Code included in the Council's June 1999 report:

	Council's Suggested Amendments	Council Recommends
1.	**Remove upper age limit of 65 years.**	Support
2.	**Prohibit discrimination based on age in accommodation, services and facilities.**	Support
3.	**Prohibit discrimination based on age and family status in the purchase of property.** The Council supports freedom of choice without undue limitation while conscious of the need for all people to have access to affordable housing. The Council is concerned about the rise in the number of adult-only housing and "gated" communities. The Council sees a need to carefully consider all sides of this issue.	Agree in Principle
4.	**Protect those related to or associated with a member of a protected group.**	Support
5.	**Prohibit employer's pre-employment questions about protected grounds, including receipt of WCB benefits.** The majority of the Council	

Council's Suggested Amendments	Council Recommends
supported this recommendation. Some opposed on the grounds that it would prohibit employers from gaining relevant information (especially work history) related to an applicant's ability to perform the job. The Council recommends further study as to how the legitimate concerns of employers can be addressed.	**No consensus**
6. **Prohibit discrimination on the basis of gender identity. The Council supports adding gender identity as a protected ground.** Transgendered individuals should have the same protection under the Code as any other person. The rights the Code protects — the right to obtain or keep employment, obtain housing and use of public facilities and services — must apply to all individuals in our society. The Council is satisfied that accommodations can be made to address the needs of transgendered individuals while respecting public concerns. (e.g. Single-purpose washrooms and private change rooms already exist to accommodate other persons with specific needs.)	**Support**
7. **Make successor employers liable.** Support where a search can determine if a claim exists. Support 8. Prohibit discrimination based on pregnancy in insurance and pension plans.	**Support**
8. **Prohibit discrimination based on pregnancy in insurance and pension plans.**	**Support**
9. **a) Prohibit discrimination based on "Social Condition".** The need of poor persons for protection from discrimination when seeking employment, accommodation or services was strongly expressed. This was confirmed in Kelowna, Vancouver, Victoria and Prince George. The Council agrees with the term "social condition" but acknowledges that a clear definition is needed that includes factors in addition to income. We recommend using the Quebec definition which prohibits discrimination "based on a person's standing in society as determined by his/her occupation, income or education level or family background" (with clarification of "family background").	
(b) Prohibit discrimination based on "lawful source of income".	**Support (but not comprehensive enough)**
(c) Prohibit discrimination in tenancy based on "lawful source of income".	**Support**
10. **Protection from retaliation.**	**Support**
11. **Consistent language in Section 41.**	**Support**

❖ Hate

The promotion of hate against people because of their race, colour, place of origin, religion, martial status, family status, physical or mental disability, sex, sexual orientation or age of a person, class, or group of persons is the most odious form of discrimination. Remedial action under Section 37 of the Code should reflect this fact.

The Minister Responsible for Human Rights should review Section 37 of the Code and decisions of the Tribunal to ensure that remedial actions taken include remedial action to deter the perpetuation of hate.

Dealing with Systemic Discrimination – Human Rights Commission Public Interest Program

The Council is concerned about the Commission's ability to identify systemic discrimination and to act upon concerns of this nature raised by residents of the province.

There need to be two streams in approach to systemic discrimination. The first, to enhance the Commission's ability to identify and deal with underlying systemic discrimination regarding specific complaints filed. The second, to explore the topic of systemic discrimination from a broader perspective in order to improve human rights in the province ensuring that all citizens can participate fully within society. The Council sees this latter approach to systemic discrimination as the most appropriate method by which to bring about change to those who feel disenfranchised by their treatment in society.

The Council makes the following recommendations to the Human Rights Commission:

- **that the Human Rights Commissioners co-operatively explore, develop and implement a process for ensuring that systemic discrimination is effectively identified and investigated;**
- **that through this team process all complaints received by the Commission are reviewed with a "systemic discrimination lens;"**
- **that staff of the Commission be trained to identify systemic discrimination;**
- **more specifically, that staff of the Commission be trained to apply a "systemic discrimination lens" to complaints received by the Commission and to use historical records of complaints to identify patterns of systemic discrimination;**

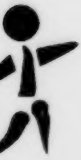
- **that complaints where systemic discrimination may be present, and that are referred to the Tribunal, be brought to the attention of the Deputy Chief Commissioner for a determination as to whether the he/she wishes to become a party to a hearing;**
- **that the Deputy Chief Commissioner identify key areas of concern regarding systemic discrimination. Consistent with the broad perspective, noted above, that investigations and research be initiated and that recommendations and/or remedial action be taken to eliminate systemic discrimination;**
- **that the initial areas of focus regarding systemic discrimination be:**
  - **participation and success rate of Aboriginal youth in our educational system or,**
  - **access to appropriate means of transportation for disabled people in urban centres outside of the Lower Mainland and Victoria and in rural communities, or,**
  - **access to key services, such as education, medical, dental, financial, and legal services by residents of northern communities;**
- **the Council also recommends the creation of a task force of Aboriginal representatives to assist the Commission in the identification of systemic discrimination, to explore the specifics of systemic discrimination and to identify appropriate remedial actions and methods of implementation.**

Access

❖ Complaints Process

The Commission should implement an action plan to ensure access to Commission staff and to the complaint process in local communities. The objective should be to provide access to the Commission by those residing outside of the Lower Mainland and Victoria.

The Commission should enhance its presence outside of the Lower Mainland and Victoria through partnerships with community groups and coalitions that can provide information, support and assistance to individuals and through use of government agent's offices as information centres, and liaison with Aboriginal communities or agencies.



Some residents of the province feel that they need access to competent legal representation during the complaint process. While they get assistance from human rights officers in putting their complaint in writing, they do not feel that these investigative officers are "their representatives." The Council also understands that this is not the role of human rights officers as these people are

intended to be unbiased in their investigation and determination of complaints. Complainants need to be able to evaluate investigative reports and determine whether it is in their interest to proceed to Tribunal (if this is recommended) or to participate in mediation to resolve the complaint.

The Commission should provide complainants with a list of lawyers provided by the Law Society, who commonly practice in the field of human rights, so that complainants may select a representative who has the ability to provide them with the type of assistance needed.

The Commission should discuss the issue of access to competent legal representation with the Law Society. The objective of discussions should be to explore continuing legal educational needs that may be fulfilled with assistance of the Commission and the availability of legal representatives in communities outside the Lower Mainland and Victoria.

❖ Transportation

The Code states that "a person must not without a bona fide and reasonable justification deny a person or class of persons any accommodation, service or facility customarily available to the public, or discriminate against a person or class of persons regarding any accommodation, service or facility customarily available to the public because of the race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex or sexual orientation of that person or class of persons." Yet throughout our public consultations, the Council heard about how difficult access to appropriate means of transportation was for the physically disabled.

Whether it is public transportation (buses, LRT etc.) or private transportation (buses, taxis etc.) the disabled appear to have significant difficulties. The issue is of most pressing importance in communities outside of the Lower Mainland and Victoria where access to both public and private transportation differs in the first place and where access to appropriate means of transportation for the disabled is practically non-existent.

The Minister Responsible for Human Rights and those Ministers who are responsible for transportation within the Province should direct the development and implementation of action plans to ensure improved access to adequate transportation for the disabled in all communities so that the disabled may more fully participate in society.

Education

❖ First Nations

There is jurisdictional uncertainty for Aboriginal people regarding human rights. To remedy this situation, **the Commission should develop print and other educational material regarding the provincial Code and its process and federal human rights legislation and processes thereunder. The information should clearly identify which body is responsible for what so that aboriginal people know who has jurisdiction to resolve concerns about human rights issues both on and off reserve.**

❖ Human Rights and the Complaint Process

Our youth need to know about human rights and social justice so that they may contribute to a caring society. **The Commission should work with the Ministry of Education to ensure school curricula are developed to include information about the Code and the complaints process.**

Employers, unions and employees need to know about the Code and the complaint process. Unions and employers can play a leadership role in promoting greater understanding within the workforce and their communities. **The Commission should work with the BC Federation of Labour and the Business Council of BC to identify opportunities to provide educational sessions on the Code and human rights issues for their respective memberships.**

4. CONCLUSION

In order to be fully able to carry out its legislative mandate, the Council also makes the following procedural recommendations:

❖ Regular Reports

That the Council receive quarterly reports from each Human Rights Commissioner regarding the status of our recommendations, developments within the Commission and recent key decisions of the Tribunal so that the Council may more effectively note progress on matters of concern to the public, and relevant to the administration of the Code.

❖ Regular Meetings

In addition the Council recommends regular meetings with the Minister Responsible for Human Rights so that reports of the Council's activities and recommendations can be discussed.

5. APPENDIX

Participants at Meetings

Lower Mainland

- Affiliation of Multicultural Societies & Service Agencies of BC (AMSSA)
- BC Human Rights Coalition
- BC Organization to Fight Racism
- Burnaby Multicultural Society
- Canadian Anti-Racism Education and Research Society
- Canadian Jewish Congress – Pacific Rim
- Committee for Racial Justice
- United Native Nations
- Vancouver Association of Chinese Canadians
- Westcoast Coalition for Human Dignity
- Vancouver/Richmond Health Board
- First United Church

Kamloops

- Anti-Racism Organization of Kamloops
- First Nations Education Council
- Kamloops Japanese Canadian Association
- Kamloops Mental Health
- Kamloops Metis Family Services
- Mayor's Advisory Committee for Persons with Disabilities
- New Life Mission
- North Thompson Indian Band (Barriere)
- Organization for the Protection of Children's Rights
- Ponderosa Lodge
- Senior Connector
- Skeetchestn Indian Band
- Thompson Health Region
- Womyn's Pride
- Y Women's Emergency Shelter

Fort St. John

- Action BC
- Dawson Creek Hospital
- Dawson Creek Society for Community Living
- Fort St. John Association for Community Living
- Fort St. John Friendship Society – Alcohol and Drug Services
- Fort St. John's Friendship Centre
- Legal Services
- Richard Neufeld, MLA
- North Peace Community Resources Society
- South Peace Health Council

North Vancouver Island

- Tahlia Minshull (Student, AJ Elliott School) (Sointula))
- BC Ministry of Forests (Port McNeill)
- Community Response Network, Port McNeill Seniors Society
- Family Support Program (Port Hardy)
- Island Echo (Sointula)
- North Island College (Courtenay)
- Port McNeill Regional Arena

Cranbrook and Area

- Amnesty International
- College of the Rockies
- Cranbrook Chamber of Commerce
- Cranbrook Women's Resource Society
- First Nations Advocate Liaison
- Fort Steel Heritage Town
- Hepatitis C Society of Canada –Cranbrook and Regional Chapters
- Regional Resource for Persons with Disabilities (Radium Hot Springs)
- The Kootenay Advertiser (Creston)

Summary of Recommendations

❖ Proposed Human Rights Code Amendments

Council's June 1999 Annual Report

The Council continues to support the recommendations made in its June 1999 report and urges that they be considered by government and that legislation be drafted to incorporate them into the Code. In particular the Council strongly supports the adoption of language that will prohibit discrimination on the basis of "gender identity" and "social condition."

Hate

The Minister Responsible for Human Rights should review Section 37 of the Code and decisions of the Tribunal to ensure that remedial actions taken include remedial action to deter the perpetuation of hate.

❖ Systemic Discrimination

The Council makes the following recommendations to the Human Rights Commission:

- The Commission should ensure that the Human Rights Commissioners co-operatively explore, develop and implement a process for ensuring that systemic discrimination is effectively identified and investigated;
- That through this team process all complaints received by the Commission are reviewed with a "systemic discrimination lens;"
- That staff of the Commission be trained to identify systemic discrimination;
- More specifically, that staff of the Commission be trained to apply a "systemic discrimination lens" to complaints received by the Commission and to use historical records of complaints to identify patterns of systemic discrimination;
- That complaints where systemic discrimination may be present, and that are referred to the Tribunal, be brought to the attention of the Deputy Chief Commissioner for a determination as to whether the he/she wishes to become a party to a hearing;
- That the Deputy Chief Commissioner identify key areas of concern regarding systemic discrimination. Consistent with the broad perspective, noted above, that investigations and research be initiated and that recommendations and/or remedial action be taken to eliminate systemic discrimination;

- That the initial areas of focus regarding systemic discrimination be:
  - participation and success rate of Aboriginal youth in our educational system or,
  - access to appropriate means of transportation for disabled people in urban centres outside of the Lower Mainland and Victoria and in rural communities, or,
  - access to key services, such as education, medical, dental, financial, and legal services by residents of northern communities;
- The Council also recommends the creation of a task force of Aboriginal representatives to assist the Commission in the identification of systemic discrimination, to explore the specifics of systemic discrimination and to identify appropriate remedial actions and methods of implementation.

❖ Access

Complaints Process

The Commission should enhance its presence outside of the Lower Mainland and Victoria through partnerships with community groups and coalitions that can provide information, support and assistance to individuals and through use of government agent's offices as information centres, and liaison with Aboriginal communities or agencies.

The Commission should provide complainants with a list of lawyers provided by the Law Society, who commonly practice in the field of human rights, so that complainants may select a representative who has the ability to provide them with the type of assistance needed.

The Commission should discuss the issue of access to competent legal representation with the Law Society. The objective of discussions should be to explore continuing legal educational needs that may be fulfilled with assistance of the Commission and the availability of legal representatives in communities outside the Lower Mainland and Victoria

Transportation

The Minister Responsible for Human Rights and those Ministers who are responsible for transportation within the province should direct the development and implementation of action plans to ensure improved access to adequate transportation for the disabled in all communities so that the disabled may more fully participate in society.

❖ Education

First Nations

The Commission should develop print and other educational material regarding the provincial Code and its process and federal human rights legislation and processes thereunder. The information should clearly identify which body is responsible for what so that Aboriginal people know who has jurisdiction to resolve concerns about human rights issues both on and off reserve.

Human Rights and the Complaint Process

The Commission should work with the Ministry of Education to ensure school curriculums are developed to include information about the Code and the complaints process.

The Commission should work with the BC Federation of Labour and the Business Council of BC to identify opportunities to provide educational sessions on the Code and human rights issues for their respective memberships.

❖ Procedural Recommendations

Regular Reports

That the Council receive quarterly reports from each Human Rights Commissioner regarding the status of our recommendations, developments within the Commission and recent key decisions of the Tribunal so that the Council may more effectively note progress on matters of concern to the public, and relevant to the administration of the Code.

Regular Meetings

In addition the Council recommends regular meetings with the Minister Responsible for Human Rights so that reports of the Council's activities and recommendations can be discussed.

For additional copies of this report or for more information, please contact:

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